

TYRA HUNTER HUMAN DIVERSITY TRAINING



District of Columbia FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT

**Ronnie Few
Fire/EMS Chief**



Preventing Sexual Harassment PARTICIPANT MANUAL

**Presented by
D. C. Fire and EMS Training Academy**

PREVENTING SEXUAL HARASSMENT PARTICIPANT MANUAL

Table of Contents

	<u>Page</u>
I Training Agenda and Schedule	
II. Purpose, Objectives, Expected Outcomes and Norms for the Day . .	3
III. Preventing Sexual Harassment Handout. .	6
IV. D. C. Fire and EMS Diversity Management Program Bulletin No. 18. .	15
Section 1 - Zero Tolerance for Discrimination Policy.	18
Section 2 - D. C. EEO Regulations Governing Complaints of Discrimination	19
Subsection 117 - Complaints of Sexual Harassment.	20
Section 3 - DCFEMS EEO Officer and Counselors.	22
Section 6 - Sexual Harassment.	25
Section 8 - Derogatory, Pornographic and Sexually Explicit Materials. . .	29
V. Other Resource Materials	
A. Reflective Listening .	32
B. Definitions: Gay, Lesbian, Bisexual, and Transgendered (GLBT), and more.	34
C. What is Homophobia.	37
D. Sexual Harassment Chronological History.	39
E. Communication Awareness, Intent and Impact	46
F. Awareness/Skills to Give and Receive Feedback	47
G. Preventing Sexual Harassment:	
We can all make a difference. We can all make a change	48
H. Sexual Harassment Myths and Facts.	49
VI. Acknowledgments.	50